

PROFESSIONAL TEST

LONG TEST (Must qualify in categories 2, 3, 4, 5, and 6 and one item in category 1)

1. Primary duty requires knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized instruction and study; or
- Performs work which is original and creative in character, in a recognized field of artistic endeavor, requiring invention, imagination or talent of employee; or
- Imparts knowledge through teaching, tutoring, instructing or lecturing as a recognized or certified teacher; and
- Work requires consistent exercise of discretion and judgment in its performance; and
- Performs work which is predominantly intellectual and varied and is of a character that the output or result cannot be standardized in terms of time; and
- Devotes no more than 20% of weekly hours to work not closely related to the performance of work described in 1 through 3 above; and
5. Compensated at a rate of not less than \$170 per week; and
6. Receives a salary which is not reduced for quality or quantity of work.

SHORT TEST

1. Must qualify under the second category and one of the three items in the first category shown above; and
2. Compensated at a rate of \$250 or more per week.

Supervisor

Date

Personnel

Date

OUTSIDE SALESPERSON*

1. Customarily and regularly engaged away from place of business and employed to:
 - A. Sell, or
 - B. Obtain orders or contracts for service or for use of facilities.
2. Does not perform work other than that described above which exceeds 20% of the hours worked in the workweek by non-exempt employees who perform that kind of work.

Note: Work performed incidental to and in conjunction with employee's own outside sales or solicitations will not be regarded as non-exempt work.

No salary test is applied to outside salesperson.

*Referred to as "outside salesman" in the law.

NOTE: The distinction between exempt and non-exempt can be very difficult to discern in certain cases. If you have any doubt consult the U.S. Department of Labor and your attorney.

CANNON
2 FULL DAY
HALF-DAYS ?

TRAINING
TEACHING
MENTORING
BSF CREATIVE 2

APC0155

MILES -
JART -

TESTS FOR EXEMPTION OF EMPLOYEE FROM PROVISIONS OF FAIR LABOR STANDARDS ACT

Name _____

Job Title ADMIN

Department _____ Location _____ Date _____

Basis for exemption: Executive Administrative
 Professional Outside Salesperson

EXECUTIVE TEST

LONG TEST (Must qualify in all seven categories listed below)

- 1. _____ Manages an enterprise or a customarily recognized department or subdivision; and
- 2. _____ Customarily and regularly directs work of two or more employees; and
- 3. _____ Hires or fires employees, or whose recommendations are given particular weight; and
- 4. _____ Customarily and regularly exercises discretionary powers; and
- 5. _____ Devotes no more than 20% of weekly hours to work not closely related to above; and
- 6. _____ Compensated at a rate of \$155 or more per week; and
- 7. _____ Receives a salary which is not reduced for quality or quantity of work.

SHORT TEST

- 1. _____ Must qualify under the first two categories listed above; and
- 2. _____ Must be compensated at a rate of \$250 or more per week.

ADMINISTRATIVE TEST

LONG TEST (Must qualify in categories 1, 2, 4, 5, and 6 and one item in category 3)

- 1. _____ Performs office or non-manual work directly related to management policies or general business operations; and
- 2. _____ Customarily and regularly exercises discretion and independent judgment; and
- 3. _____ Regularly and directly assists an employee in a bona fide executive or administrative capacity; or
- 4. _____ Performs specialized or technical work requiring special training experience or knowledge under only general supervision; or
- 5. _____ Executes special assignments and tasks under only general supervision; and
- 6. _____ Devotes no more than 20% of weekly hours to work not directly or closely related to above; and
- 7. _____ Compensated at a rate of \$155 or more per week; and
- 8. _____ Receives a salary which is not reduced for quality or quantity of work.

SHORT TEST

- 1. _____ Must qualify under categories 1 and 2 above; and
- 2. _____ Compensated at a rate of \$250 or more per week.

PROFESSIONAL TEST

LONG TEST (Must qualify in categories 1, 3, 4, 5, and 6 and one item in category 1)

1. Primary duty requires knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized instruction and study; or
- Performs work which is original and creative in character, in a recognized field of artistic endeavor, requiring invention, imagination or talent of employee; or
- Imparts knowledge through teaching, tutoring, instructing or lecturing as a recognized or certified teacher; and
2. Work requires consistent exercise of discretion and judgment in its performance; and
3. Performs work which is predominantly intellectual and varied and is of a character that the output or result cannot be standardized in terms of time; and
4. Devotes no more than 20% of weekly hours to work not closely related to the performance of work described in 1 through 3 above; and
5. Compensated at a rate of not less than \$170 per week; and
6. Receives a salary which is not reduced for quality or quantity of work.

SHORT TEST

1. Must qualify under the second category and one of the three items in the first category shown above; and
2. Compensated at a rate of \$250 or more per week.

OUTSIDE SALESPERSON*

1. Customarily and regularly engaged away from place of business and employed to:
 - A. Sell, or
 - B. Obtain orders or contracts for service or for use of facilities.
2. Does not perform work other than that described above which exceeds 20% of the hours worked in the workweek by non-exempt employees who perform that kind of work.

Note: Work performed incidental to and in conjunction with employee's own outside sales or solicitations will not be regarded as non-exempt work.

No salary test is applied to outside salesperson.

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NOTE: The distinction between exempt and non-exempt can be very difficult to discern in certain cases. If you have any doubt consult the U.S. Department of Labor and your attorney.

WRTE UP 2.
SUV 6/14/07

Supervisor

Date

Personnel

Date

Page No. 1
12/08/96EMPLOYEE LIST
JOB 625*Day books*

EMP #	EMPLOYEE NAME	PAY CRAFT CLASSIFICATION RATE	SSN
5001	BARTH, RICHARD W.	33.00 MATERIALS SUPERVISOR	574-32-5179
5002	BJORNSTAD, PETER M.	12.00 MATERIALS SUPERVISOR	072-36-8497
4091	BRATTAIN, BRUCE G.	28.50 MATERIAL COORDINATOR	390-62-5421
4523	CANNON, ROBERT F.	44.00 SAFETY SUPERVISOR	585-04-6582
5922	DAY, MICHAEL	30.00 SAFETY ENGINEER	379-36-8235
4645	DENBROCK, RAYMOND F.	34.00 SAFETY ENGINEER	540-50-4606
2061	DICKERSON, ROBERT D.	40.00 ADMINISTRATIVE SUPERVISOR	562-40-8251
5923	JOHNSON, ERNEST R.	33.00 SAFETY ENGINEER	574-26-5657
71	KEITH, YVONNE S.	28.50 MATERIAL COORDINATOR	456-90-4241
2855	LANG, MARSHALL D.	34.00 SAFETY ENGINEER	310-64-7218
261	MATSON, MICHAEL D.	41.40 SAFETY SUPERVISOR	438-29-7183
625	MILES, MICHAEL A.	40.00 ADMINISTRATIVE SUPERVISOR	444-78-8590
4225	NELSON, MARK C. *	575.00 28.75 OPERATIONS MANAGER	574-12-8847
319	NELSON, RICK L. *	484.00 24.30 PRODUCTION SERVICES SUPERVISOR	535-50-6092
5100	PATTERSON, DARRYL L.	33.00 MATERIALS SUPERVISOR	544-60-6411
5898	PATTERSON, MICHAEL P.	41.40 SAFETY SUPERVISOR	574-46-3433
5791	PIERSON, RACHAEL M.	31.00 SAFETY ENGINEER	574-48-7861
4640	SCHICK, CHARLIE T.	515.00 28.75 OPERATIONS MANAGER	568-58-7063
5072	SNIVELY, ROBERT L.	33.00 MATERIALS SUPERVISOR	433-23-2752
136	WHITE, MEKE R. *	48.60 PRODUCTION SERVICES SUPERVISOR	522-96-3238
*** Total ***			424-60-9439
		1034.4	574-24-4446
			530-80-6110
			474-56-9552
			518-84-7197
			541-52-5377
			517-38-9236
			325-50-8957
			443-90-8035
			508-28-4365
			473-82-7771
			562-66-7464
			521-98-6512
			574-72-2794
			113-38-3498

APC0158

NAME	CRAFT	ST PAY
BAILEY III, MERLE	FIELD ENGINEER	37.50
BAREFIELD, DERIK W.	MINOR PROJECT FIELD SUPERINTENDENT	38.50
SPENCER W.	E & I ENGINEER	37.50
KENSHIP, JAMES K.	SAFETY ENGINEER	31.10
BLANKENSHIP, RICHARD, SR	MINOR PROJECT FIELD SUPERINTENDENT	38.50
BOCK, GARY R.	NS CONSTRUCTION MANAGER	52.90
BROWN, BOYD Z.	GENERAL SUPERINTENDENT	38.30
CARTER, JOHN H.	MATERIAL COORDINATOR	33.00
CIPRA, TED E.	GENERAL SUPERINTENDENT	45.00
ELDENNING, WILLIAM K.	PLANNER/SCHEDULER	35.00
COOKE, RONALD M.	MATERIAL COORDINATOR	31.00
CRAFTON, SCOTT M.	FIELD ENGINEER	35.00
D'ARCANGELIS, DONALD	PROJECT CONTROL ENGINEER	38.70
DELANEY, MICHAEL V.	MATERIAL COORDINATOR	31.50
DUTTLE, RICHARD G.	GENERAL SUPERINTENDENT	45.00
EQUIPMENT		
FISCH, TIM J.	MATERIALS SUPERVISOR	37.50
GAINES, HARLTON T.	FIELD ENGINEER	37.50
GLASSMIRE, CHARLES J.	PROJECT ENGINEER	45.00
GRACE, STEVEN V.	PROJECT ENGINEER	44.00
GRANT, JR, KENNETH H.	QA/QC SUPERVISOR	44.00
GRAVROCK, BILL	PROJECT CONTROL ENGINEER	40.00
GUZMAN, MARK C.	MATERIALS SUPERVISOR	37.50
HARRIS, KENT A.	COST ENGINEER	38.50
HEIMGARTNER, LESLIE P.	E & I ENGINEER	37.50
HICKS, ROBERT D.	FIELD ENGINEER	35.00
HUGHES, TERRY L.	MAJOR PROJECT MECH SUPERINTENDENT	40.00
KITCH, ARCHIE L.	PROJECT ENGINEER	35.00
RONALD M.	SAFETY ENGINEER	30.00
ANICKERBOCKER, DALE	QA/QC SUPERVISOR	38.00
KREPEL, MICHAEL S.	PROJECT CONTROL ENGINEER	40.00
LITTLEFAIR, KENNETH	MAJOR PROJECT MECH SUPERINTENDENT	40.00
MARECEK, LARRY B.	QA/QC SUPERVISOR	44.00
MASSIE, DANIEL N.	MATERIAL COORDINATOR	31.00
MCCOURT, BRAD L.	MATERIAL COORDINATOR	31.00
NIELSON, JOHN S.	PROJECT ENGINEER	38.50
NIX, JOHN P.	NS CONSTRUCTION MANAGER	52.90
NORTH, BLAYDE	MAJOR PROJECT E&I SUPERINTENDENT	40.00
OWENS, JOHN B.	MATERIAL COORDINATOR	33.00
PEARSON, JAMES E.	FIELD ENGINEER	35.00
RALSTON, THOMAS K.	MATERIAL COORDINATOR	31.00
REMSSEN, KEVIN J.	MATERIAL COORDINATOR	38.30
RINEHART, BRUCE I.	GENERAL SUPERINTENDENT	35.00
STEELE, MATTHEW J.	PLANNER/SCHEDULER	38.50
THURBEE, THOMAS F.	MAJOR PROJ ENGINEER	38.50
TRUMBLE, JAMES D.	MAJOR PROJECT MECH SUPERINTENDENT	40.00
VONCANNON, JAMES C.	MAJOR PROJECT E&I SUPERINTENDENT	37.50
ZUBER, RONALD E.	SAFETY ENGINEER	33.00

EMPNO	NAME	CRAFTCODE	RATE	DESCRIPTION	JOB	DEPT
378	KING, PHILLIP K	17506	\$ 26.45	SUPERINTENDENT	625	EOP
4996	MAZZOLA, JANET C	00919	\$ 34.00	COST ANALYST	625	EOP
5000	TUCKER, DENISE M	00917	\$ 31.50	COST ANALYST	625	EOP
114	BURGETT, LOWELL S	17512	\$ 24.30	SUPERVISOR	625	EOP
-1668	HOLLAND, PATRICK J	01111	\$ 22.14	NB DEADHORSE SUPV	627	ADH
-722	COX, RICHARD G	01111	\$ 22.14	NB DEADHORSE SUPV	627	ADH